



A faint, light-colored watermark of a classical building with four columns and a pediment is visible in the background.

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Manual for Candidates



WOMAN'S AMERICAN BAPTIST FOREIGN MISSION SOCIETY

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A GIRL, interested in foreign missions and wondering just where her special talents and training will be most heartily welcomed, finds many questions arising in her mind. After corresponding with such girls, all over the country, who have very different preparation and aims, we find some questions that seem to occur in almost every case. This booklet is prepared in the hope that it will help to answer such questions—not with any idea that all questions can be answered in this way. Indeed, the Candidate Secretary would be very sorry if girls contemplating missionary work did not write to her, personally, about their individual problems and needs. She will be very glad if this booklet can help to clarify the ideas and plans of such young women and, perhaps, raise in their minds new questions which will require more personal letters.

The W. A. B. F. M. S. is sending young women to Burma, India, Assam, China, Japan, Africa, and the Philippine Islands. The proof of the permanence of the work which has been done during the past forty-five years is the healthy growth seen in every department. In many cases, the growth has been so far beyond the hopes and expectations of the missionaries, or those planning for it here, that it has been impossible to send enough new workers to meet the situation.

Each missionary is away from her station for eighteen months once in about six years—even more frequently in Africa and the Philippine Islands—and this makes it necessary to send **Need.**

a new missionary to that station, or else to divide the work of the absent missionary somehow among those who remain. In a station where several missionaries are at work, there is seldom a time when the entire staff is on the field. When we add to the growth of the work and the regular recurrence of furloughs, the unexpected emergencies, like illness, which cannot be planned for, it is apparent that there are always openings for candidates who are qualified to fill these positions.

This Society is responsible for work among the women and children of the Orient. There are three fairly distinct branches, the evangelistic, educational and medical. In all these phases of work, while evangelism is the final aim, the educational side is prominent. No missionary society can possibly hope to evangelize the people in its territory through **Work.**

the efforts of Europeans and Americans sent out to them. The only hope of evangelizing the people of any country is to reach them through men and women of their own nationality who have become Christians. For this reason, one of the essential elements in any kind of missionary effort is the training of natives to become efficient leaders along that same line. In this way, the missionary multiplies herself and her own efforts.

The evangelistic worker might, perhaps, better be called a Christian social service worker, as what she does is parallel to that line of effort in the United States. This was the first method used by missionaries to reach people, but that does not mean that no modern applications of the method have been developed. The means by which Christianity is made familiar varies much with the conditions. In some districts, a remarkable work is done among women of high class and those who attempt to be-

Evangelistic become the friends of such women must be possessed of rare tact and sympathy. The evangelistic worker often goes out into the villages and the jungle, visiting in the homes, meeting the mothers, and trying in every way possible to introduce the story of Jesus. In the central station, she trains native women as Bible women; sometimes she has the supervision of a Bible Training School. These native helpers go out through all that territory and build up the work under her direction. Such a position demands executive ability. Girls' clubs, boys' clubs, mothers' classes, etc., have much the same uses in China that they have here; factory girls are just as interesting in Japan as in the United States—and the conditions under which they work are far worse.

We have school work of every grade from kindergarten to college. The kindergarten often reaches successfully homes where foreigners have met only suspicion and distrust before. The great majority

of our schools are those of the rank of grammar grades in America. Here the place of the American **Educational** missionary is that of principal or supervisor of one—often more than one—of these schools, directing the staff of native teachers. In some of the schools, there is a boarding department. This means that the teachers have the opportunity to show the children what Christian home life may mean. It also increases their duties as housekeepers for a large family. It is the custom of the Woman's Society to maintain schools for boys, or schools in which boys are included, only through the grammar grades. High schools for boys are taken over by the General Society. We have several very fine academies for girls where the work is fully equal to that of our best high schools here. Their teachers have a marvelous opportunity to inspire these girls to become Christian teachers and to give them their ideal for a life of service. Our Board is affiliated with several union high schools, normal schools, and colleges for women in India, China and Japan. Oriental women are demanding an education as thorough as the men have and these new colleges are helping to meet this need. Their scholastic rank is as high as any of ours and we are watching their rapid growth with much interest. We are also affiliated with other boards in a college to train Indian women to become physicians. What greater proof is there that Eastern women and girls are ready and eager for all worth-while service?

Assam offers a great opportunity and a pitiful need. We have done very little for the physical needs of her women, but hope to increase our investment there. In Africa and the Philippines, we provide the nurses for the general hospitals. There they assist the doctors and train native nurses. In

Medical.

India and China, we maintain entirely separate women's hospitals, furnishing women doctors as well as nurses, besides sending nurses to general hospitals. The condition of the Indian and Chinese women is pitiful and none of those from the higher classes would allow a man to treat them. They must continue to suffer from the results of ignorance and cruelty unless a woman physician is within reach. Many a family has been won over from dislike and opposition to cordial friendship through the work of our medical missionaries and nurses. While patients are in the hospital, they often begin to love and trust the Savior. It is much easier for them to understand the strange beliefs and purposes of the Christians when, during the stay in the hospital, they see these beliefs and purposes exemplified in life.

Requirements.

The requirements for these positions vary somewhat according to the kind of work to be done, the standards of the country, etc., but there are some which must be met by every candidate.

Every missionary's effectiveness depends, in the final analysis, on her spiritual equipment. No one

should attempt to meet the isolation, unfamiliar surroundings, new language, and untold discouragements met by all missionaries in some degree, unless she knows Whom she has believed and has a faith so firmly grounded that many difficulties cannot shake it. Above all else, the driving force of her **Spirit.** life must be the spirit of the living

Christ rather than any mere interest in new countries and new peoples for their own sake. If His spirit is living and acting through her, she will be able and willing to learn how to work in harmony with others, even when their suggestions do not seem best; and how to appreciate the fact that those who have been on the field longer probably understand conditions better than she does. A well-developed sense of humor, as well as a sympathetic attitude toward the customs and traditions of the country, will be among her most valuable qualifications.

A prime consideration in the case of any candidate is her health. Many troubles which would not prove serious at home are aggravated by a tropical climate and unaccustomed food. If there is any question in the mind of a candidate as to whether there is any physical trouble which may hinder her appointment, it would be a very good thing for her to take one of the Society's blanks to a good physician **Health.** and ask him to give her a thorough examination and fill out the blank.

This often is suggested, even though the candidate

does not expect to apply for appointment for several years. In this way, she often has her attention called to weaknesses which may be entirely overcome by correct treatment, and so saves disappointment in the future.

It is contrary to the policy of this Society to appoint a candidate who is under twenty-five years of age. Many of the mission fields have openings for women over thirty. Women who wish to teach abroad should be graduates of some high-grade normal school or college. Degrees receive much honor in the Orient and in many places the govern-

Education. **ment standards require that our**

teachers have degrees if our schools are kept up to grade. Nurses should be graduates of a first-class institution, and women physicians should have their medical degree and a very thorough training. Homeopathic physicians cannot be sent to any part of British India, because the English Government does not recognize them as physicians. All workers should have had a thorough and systematic course in Bible study, for it is very important that every woman sent out, no matter what type of work she is to do abroad, be able to teach the Bible intelligently. The Society is constantly receiving appeals from the mission fields that only women with college training, in addition to thorough Bible study, be sent as evangelists. While this is not a hard and fast rule, the demand is so strong that it is the aim of the Society to meet it whenever it is possible.

There is another qualification which every candidate should be able to offer, whatever line of work she hopes to undertake abroad—that is experience. It is not wise to send a young woman to the Orient unless she has been tested out in this country and has proved that she is capable of doing well her particular kind of work. A teacher should secure a position in one of the most up-to-date schools she can find. It is not so important that

Experience.

she should teach one subject or pupils of one grade. She should make it her business to observe the methods of other teachers and gain all possible information as to good textbooks, reference books, etc. A year or two of experience as a teacher in a grammar school will prove more valuable to the average college girl than the same experience in high school teaching. This is because the methods used by a grade teacher are different from any she has been accustomed to during her high school and college life, and she is far behind the times in matters pertaining to the modern grade school ideas.

Lines of Preparation. The following is a condensed outline of the possibilities of service which different lines of preparation offer:

1. Graduate training with M.A. or Ph.D. degrees (with experience as teacher)—teacher in women's college.
2. College degree (with some experience as teacher)—teacher, supervisor of schools of higher grade and normal training schools.

3. Normal training (with some experience as teacher)—teacher and supervisor in lower grades and normal training schools.
4. Kindergarten training (with experience as teacher)—teacher in kindergartens, supervision of kindergarten training schools.
5. Medical degree (with experience)—doctor in charge of hospital and dispensaries, supervisor of nurses' training, teacher in woman's medical college, after graduate work and special preparation.
6. Nurses' training (with experience)—doctor's assistant, dispensary work, supervising and teaching in nurses' training schools.
7. Bible training course, in addition to college or normal—general evangelistic work, club work with women and girls, supervision and opening of Sunday schools, supervision and training of Bible women.

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This Society owns a home, called Hasseltine House, situated in Newton Center, about seven miles from Boston. Hasseltine House is headquarters for our candidates who are completing their preparation and applying to the Board for appointment within the next year or so. While a few exceptions have been made, it is the policy of Hasseltine House to appoint only such candidates as have spent some time here. A year's stay is strongly urged, but

courses are arranged for those who cannot possibly stay a full year. Each girl, while here, follows the line of work which will fit her best, in view of her previous preparation, for what she hopes to do abroad. Bible study and Phonetics are taken at the Newton Theological Institution and Gordon Bible College, and courses in Missions, Presentation of the Bible to the Natives, Accounts, Story-telling, Baptist Principles, Relation of the Missionary to the Board, Organization of the W. A. B. F. M. S., etc., are arranged at the House. Also, informal talks are given by representative missionaries from the various fields where our denomination is at work, aiming to give a comprehensive idea of Baptist methods, together with some knowledge of the special problems and opportunities on each field. The expense of spending a term at Hasseltine House is very small. There is no charge for tuition and the girls help with the lighter duties of the house in place of paying room rent. There is a moderate charge for board. The only other expenses for which a girl need plan are such personal incidentals as laundry, carfare, etc. By spending this time near the foreign headquarters of the Society, each candidate comes to know the officers and leaders to whom she will report from the field, and knows them as friends rather than as mere names or faces; she also becomes intimately acquainted with other girls who will probably be her co-workers abroad. From the point of view of the Board, it is fully as

important that they come to know thoroughly each girl, and they are able to judge far better after such an acquaintance just what kind of a position she is best qualified to fill.

The Society has a small sum of money which is used as a loan fund for candidates. Candidates who cannot meet the entire expense of their stay at Hasseltine House, or who need a little help in **Loan Fund.** completing their education, may borrow from this fund. This money may be returned, without interest, within five years of the time it was borrowed. While it is very difficult for a missionary to pay debts out of her modest salary and with so many needs around her, a small sum should not be too great a burden when its payment can be distributed in this way over a number of years.

It is understood that when a candidate is invited to come to meet the foreign department her traveling expenses will be met by the Society.

When a candidate is accepted as a missionary of the Society, she is recommended to the A. B. F. M. S.

Salary. for appointment as all appointments
Passage. are formally made by that Board.
Outfit.

⁸⁰⁰ The salary of our missionaries varies from ⁹⁵⁰ \$500 to \$700 a year, depending on the cost of living in various countries. Payment of the salary begins upon the arrival of the new missionary at her station. All her traveling expenses to her station are paid by the Society and ¹³⁸⁰ \$200 is allowed for outfit,

as in most cases furniture, bedding, etc., must be taken, as well as clothing for several years. It is best to keep part of this money on hand, if possible, for often the new missionary wishes to buy supplies on the journey or after she has reached her station. Missionaries do not pay rent; if no residence belonging to the mission compound is available for their use, the cost of their rent is met by the Society.

It is the policy of the W. A. B. F. M. S. to appoint all its new missionaries for one term only. We have come to feel that, at the end of the first term's service, both the Society and the missionary should be free Appointment for one term. to say whether she can do her best work in that field. While she may have the most sincere purpose and earnest enthusiasm, it is still impossible to know how she will adapt herself to unknown conditions. There should be no feeling that a young woman has in any sense broken a pledge if, after one term of service, she honestly feels that she does not belong on the foreign field. In almost all cases, the young missionary is eager to get back to the work where she is just beginning to make herself felt. She should not go back unless her whole heart is in what she is doing.

There are very few positions where our missionaries do not have to use the language of the country. Even if a teacher is doing all her work through English, she finds herself unable to become a real friend to her girls until she can speak to them in their own language. The missionary's first task,

then, is to learn to use the new language as quickly as possible. In Japan this is done in the Interdenominational Language School at Tokyo and new missionaries are there given every possible help to master the difficulties of the Japanese language during the first year of their stay in Japan. China has such a school in Nanking, for those going to East China, and one at Chengtu for missionaries going to West China. No such school has yet been started in South China, Africa, the Philippines, Burma, India, or Assam, the chief obstacle in most of these cases being that so many languages or dialects are spoken in these countries that the task of a general school seems hopeless.

Where there is no language school, the new missionary must study with a native teacher. Whether a personal teacher is employed or one of the language schools is attended, the Society meets the expense of language study.

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It is very important that Baptist young women who are seriously considering missionary work should keep in close touch with their Board through the Candidate Secretary. Very often they receive suggestions which help them to prepare themselves better, and just as often serious mistakes are avoided. The Candidate Secretary is always glad to help plan courses of study or to be of service in any way

she can. In this connection, it should be emphasized that all letters from the Candidate Secretary or from any officer of her Society should be answered promptly. It has often happened that several young women have been kept in uncertainty as to the Board's plans for them because the Secretary has been waiting for a reply from another candidate whose application had been filed earlier. Even though a candidate cannot possibly go to the field for several years, she will help her Board and gain much herself by forming a connection with her Society.

Grace T. Collier
HELEN K. HUNT,
Associate Foreign and
Acting Candidate Secretary.



